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Projects to Retire EMPL

DPA is nearing the completion of two projects that will allow us to retire EMPL. The first is to deploy CPPS as our system for recording transactions affecting employees and positions. The second project is a Human Resource Data Warehouse (HRDW) to archive and report both current and historical data on employees, positions, job classes and the workforce.

This newsletter is intended to provide regular updates about these projects to the HR and Payroll community and others who have an interest in this work.

Timing of the Implementation

The implementation schedule has been changed to convert Judicial at the same time as Classified and Non-classified at the beginning of October. Training will begin in August and continue in September. Starting in September, a pilot HRDW and CPPS environment will be set up to run in parallel with EMPL production during the month of September. Users participating in the parallel pilot will be asked to replicate all their production activity in the pilot system. At the beginning of October the production systems will be converted and all agencies will then use CPPS for employee and position actions and use the HRDW for reporting.

Watch for separate announcements about training during August.

Converting from EMPL to CPPS

The online system changes are now being tested and debugged. The interface to receive demographic transactions from other automated systems is also being tested, and work on the mass actions continues.

Other project teams are working on testing, system security, documentation, and training.

There is a moratorium on programming changes to EMPL. Only changes truly essential to State business will be accepted. Requests will be evaluated on a case-by-case basis.

The section below called "New Features and Changes" has new announcements of changes coming in the CPPS system.

Human Resources Data Warehouse

The Human Resources Data Warehouse (HRDW) project is progressing. Consultants have been on-site since June 27.

The remaining tasks include completion of the ETL (Extract, Transform and Load) processes and the report and user extract development.

ETL processes have been completed for the majority of the data tables that will be needed for the initial implementation. ETL processes will be under development for many months as more data tables are brought into the data

warehouse. The most significant ETL task remaining for the initial implementation is to develop a process for daily changed data updates to the warehouse.

The major goals for the month of August will be to complete the ETL processes and to perform tuning and stress testing of the database.

The report development has just begun and will be continuing through August and September.

Please contact paula.amelon@state.co.us if you have any questions or concerns.

New Features and Changes

As changes are made and tested in the CPPS system they will be scheduled for release into production. The list below has the latest changes to be announced. A master list of the changes announced to date can be found at http://www.colorado.gov/dpa/dhr/empl/EMPLretire.htm

The menu choice called 'Disciplinary Actions' has been changed to 'Disciplinary Events'. The label was changed to reduce confusion between this choice, which is used for logging such events and menu choices used to apply Personnel Actions like a Demotion that might be sub typed with 'Disciplinary Action'.

> The title on the screen has been changed from 'Disciplinary Action' to 'Last Disciplinary Event'.

> The term 'Disciplinary Action' in field labels was changed to read 'Discipline' as in 'Discipline Code'.